



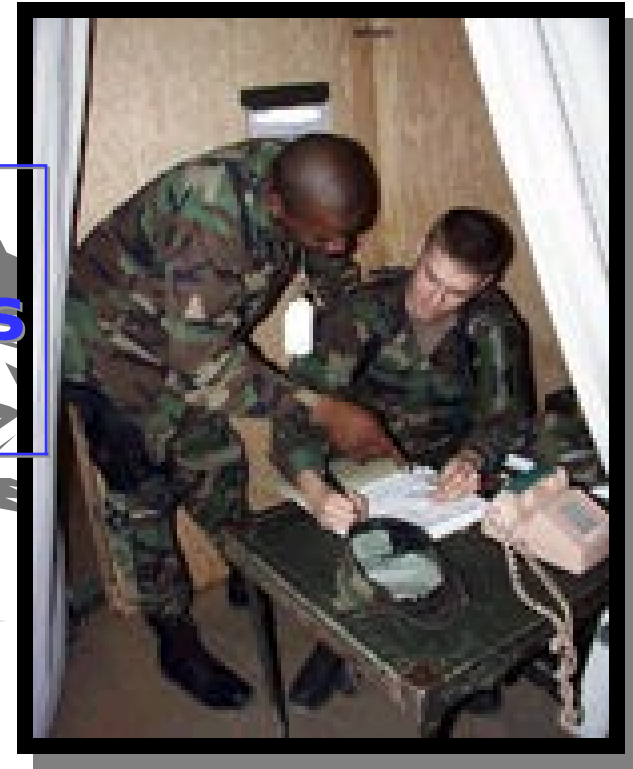
ADJUTANT GENERAL'S CORPS



CMF 42

MOS 42A - Human Resources

MOS 42L - Administration



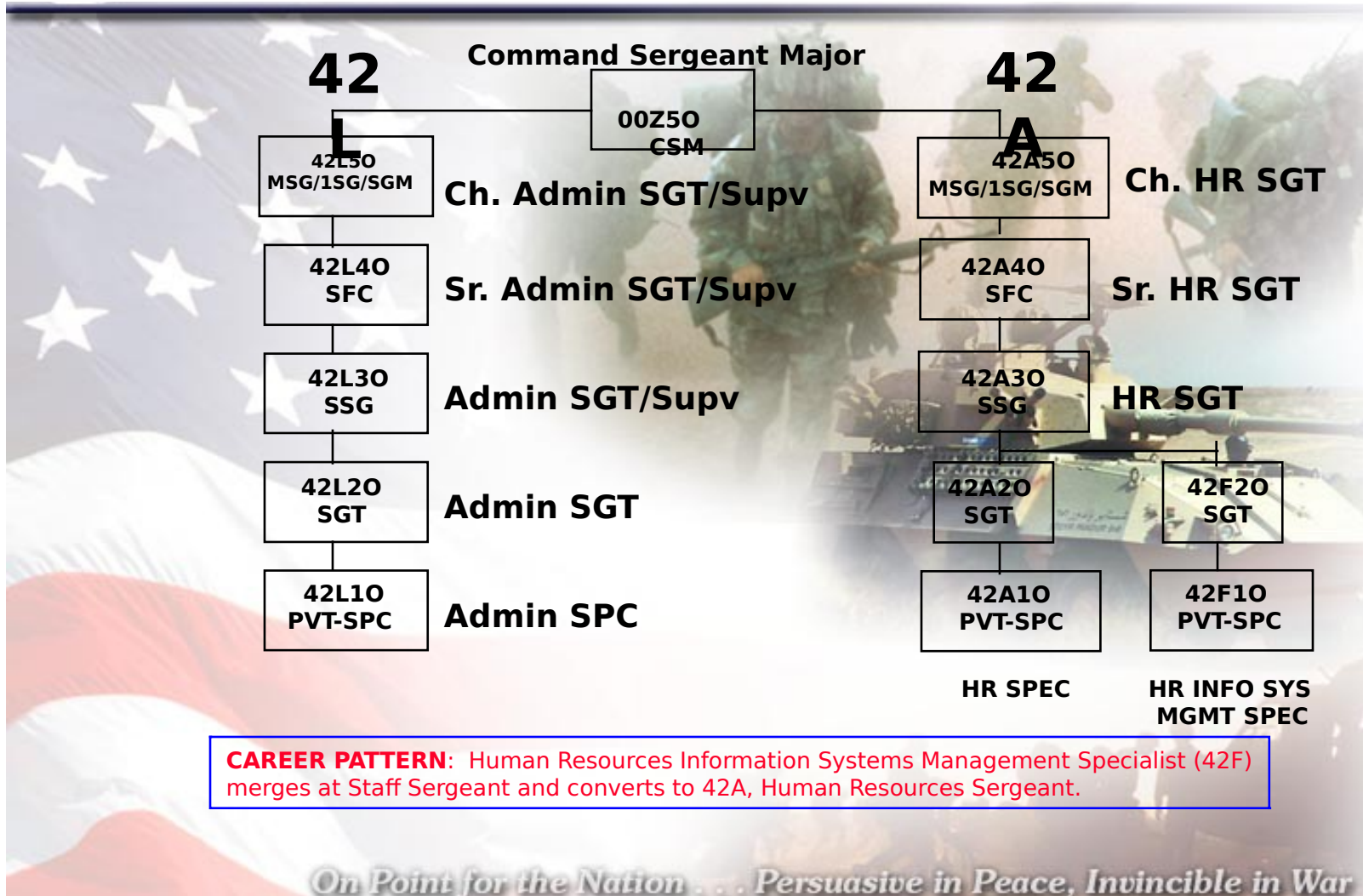
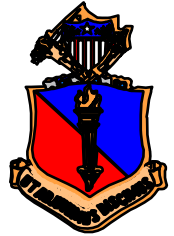
**FY06 CSM/SGM/USASMA Selection Board
Proponent Information Packet**





ADJUTANT GENERAL'S CORPS

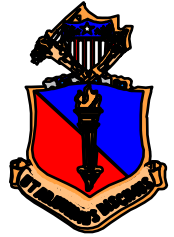
CMF 42 Career Pattern





ADJUTANT GENERAL'S CORPS

CMF 42



Mission/Characteristics

42A

The mission of Human Resources Specialist (MOS 42A) is to supervise and execute the Military Personnel Support System (MILPER system) that supports Battalions, Brigades, Divisions, Corps, Installations, MACOMs, HQDA, and DOD Agencies, including non-standard organizations*.

42L

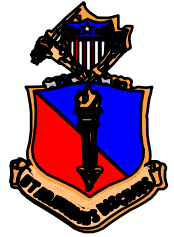
The mission of Administrative Sergeants (MOS 42L) is to supervise, execute, and standardize administrative support in commands, staff elements, and agencies at all levels of command throughout DA and DOD, including non-standard organizations*.

*Non-standard organizations within the MILPER system include, but are not limited to, MACOMs, service schools, special operations groups, and other tactical and non-tactical major command headquarters.





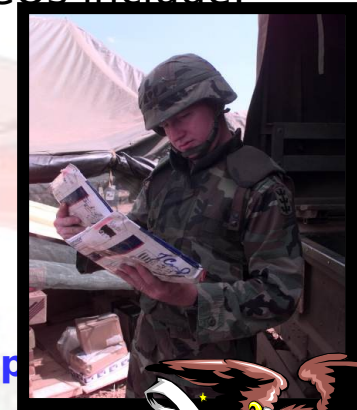
ADJUTANT GENERAL'S CORPS



MOS 42A - Description

MOS 42A performs and supervises Human Resources Support at Battalion, Brigade, Division, Installation, Corps, Theater, HQDA, DOD, or Joint level. Major responsibilities of Human Resources NCOs include:

- **Personnel Accounting and Strength Reporting**
- **Casualty Operations Management**
- **Replacement and Reception Operations**
- **Essential Personnel Services (Functions)**
- **Personnel Readiness Management**
- **Personnel Information Management**
- **Morale, Welfare, and Recreation and Community Support**



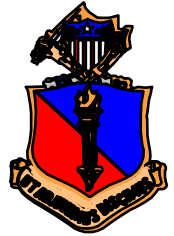
Chief/Senior, Human Resources Sergeant-42A5

Supervises the functions and activities of personnel service support; personnel readiness, personnel information, personnel accounting and strength reporting, replacement and casualty operations management. Manages the functions of Human Resources Specialist (42A) and HR Information Systems Management Specialist (42F).





ADJUTANT GENERAL'S CORPS



MOS 42A - Career Enhancing Assignments

MOST CHALLENGING ASSIGNMENTS

- Bde S1 Senior Human Resources Sergeant
- Strength Management NCO - Division/Corps
- Series Chief, Army Service School
- Assistant Commandant, NCOA
- First Sergeant (SQI M)
- AC/RC Advisor (Title XI)
- Postal Supervisor/Inspector (ASI F4)

CHALLENGING ASSIGNMENTS

- Human Resources Sergeant at MACOM/DOD/Joint Staff
- Manpower/Force Development NCO (ASI A3)
- Section/Division/Dept NCOIC (AG Related Functions)
- Operations Sergeant
- Senior Professional Development NCO/Advisor
- Inspector General NCO
- Equal Opportunity Advisor (SQI Q)

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES:

- BN S1 Senior Human Resources Sergeant
- Drill Sergeant
- Recruiter
- Detachment Sergeant
- Instructor - Army Service School (SQI 8)
- Small Group Leader - NCO Academy
- Observer/Controller JRTC/NTC

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES: (CONT)

- Writer/Developer - Army Service School
- Career Mgmt NCO/Professional Development NCO
- Executive Administrative Assistant (ASI E3)

QUICK REFERENCE CHART

| | |
|-------------|-----------------------|
| ASI | A3, E3, F4, 2S |
| SQI | 8, Q, M |
| TDA | 73.2% |
| TOE | 26.8% |
| INST | 5 (1.8%) |
| EOA | 6 (2.2%) |
| 1SG | 52 (18.8%) |

(Note: Career Enhancing Assignments are not listed in order of precedence)





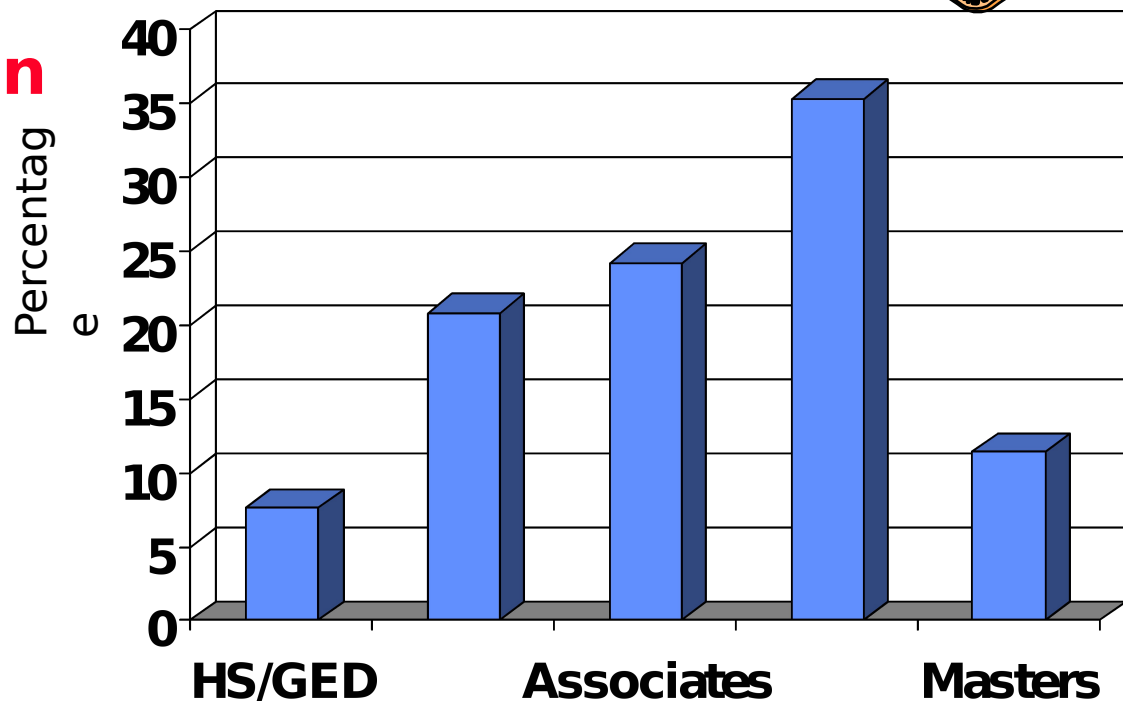
ADJUTANT GENERAL'S CORPS



MOS 42A - Education

- USASMA
- ANCOC
- Manpower and Force Development (ASI A3)
- Battle Staff Course (ASI 2S)
- Postal Supervisor Course (ASI F4)
- First Sergeant Course (SQI M)
- Equal Opportunity Advisor Course (SQI Q)

* Civilian education by itself does not determine promotion potential; however, it is a good indicator of an NCOs desire to excel and professionally develop themselves as leaders. When reviewing civilian education, attention should also be given to the demands of the job. The Career Development Model recommends AA/AS by the 10th year of service and a BA/BS by the 15th year of service.



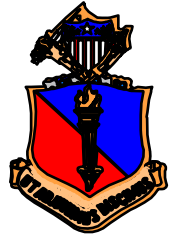
Current civilian education levels for Skill Level

11.4% Master's Degree
35.3% Bachelor's Degree
24.2% Associate's Degree
20.8% 2 yrs college (60 SH)
7.6% HS diploma or equivalent
0.3% Non-HS Grad





ADJUTANT GENERAL'S CORPS



MOS 42A - Unique Characteristics

- ✓ **PROFICIENCY IN FEEDER MOSs:** NCOs in this MOS must be technically proficient in both feeder MOS tasks (42A and 42F) to properly perform their duties.
- ✓ **TOE VS. TDA ASSIGNMENTS:** Authorizations at SSG and SFC are approximately 55% in TOE and 45% in TDA. At MSG 73.2% of positions are in the TDA. NCOs should have a variety of assignments in TDA and TOE.
- ✓ **SPECIAL DUTY POSITIONS:** 1SG, Drill Sergeant, Recruiter, EO Advisor, AC/RC and Instructor positions are limited in MOS 42A. Many qualified 42As may not serve in special duty positions because of the limited authorizations.

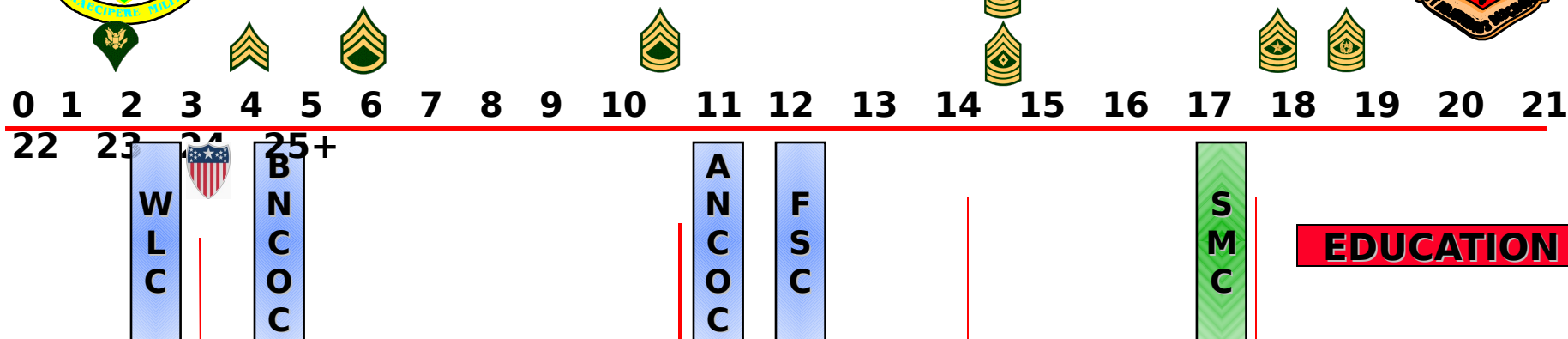
| | DRILL SGT AUTHS | RECRUITER AUTHS | INSTRUCTOR AUTHS | EOA AUTHS | 1SG AUTHS |
|-----|--------------------|--------------------|---------------------|--------------|--------------|
| SSG | 70 (4.8%) | 122 (8.4%) | 55 (3.8%) | NA | NA |
| SFC | 29 (2.1%) | 0 (0.0%) | 28 (2.0%) | 42 (3.1%) | NA |
| MSG | NA | NA | 5 (1.8%) | 6 (2.2%) | 52 (18.8%) |

(x.x%) = Percent of authorizations for that grade based on total authorizations





CMF 42 Lifecycle Development & Utilization ADJUTANT GENERAL'S CORPS



Typical Assignments

| | | | PZ SFC | PZ MSG | PZ SGM |
|----------------------|----------------------|---------------------|--------------------------|------------------------|----------------------|
| SPC STAFF | SGT STAFF | SSG STAFF | SFC STAFF | MSG/1SG STAFF | SGM/CSM STAFF |
| HR Spec | HR SGT | HR SGT | BN S1 SR HR SGT | BDE S1 SR HR SGT | HRSC Div SGM |
| R5, Postal, Casualty | G1/S1 Staff NCO | Postal Supv | Div/Corps G1 Staff NCO | Corps/Div G1 Sec NCOIC | Army G1 SGM |
| G1/S1 Section | R5, Cas, Postal | G1/S1 Staff NCO | HRC Branch Manager | HRSC Sec Chief | TAGD SGM |
| HR Info Sys | Team Chief | R5, Cas, Postal NCO | LEADERSHIP | HRC Branch NCOIC | EPMD SGM |
| Mgmt | HR Info Sys Mgmt | LEADERSHIP | Detachment SGT | Strength Mgmt NCO | G1/AG SGM |
| Spec | SGT | Drill Sergeant | R5, Cas, Postal Plt SGT | LEADERSHIP | HRC, Branch SGM |
| SPECIAL | LEADERSHIP | AIT Instructor | Course Director, AIT | HR Company 1SG | Proponent SGM |
| CPL Recruiter | Drill Sergeant | SGL, NCOA | AIT Instructor | MEPS 1SG | OPNS SGM |
| Instrumentalist | SQD/TM Ldr | Squad Leader | SR LN Band NCO | BAND 1SG | LEADERSHIP |
| Exec Admin | Section Ldr | SPECIAL | Sr Drill Sergeant | Asst CMDT, NCOA | Nominative CSMs |
| Asst | SPECIAL | Recruiter(detailed) | SPECIAL | Series Tng Chief, AIT | AG SCHOOL CSM |
| Attaché Spec | Recruiter (detailed) | SSI TDD Writer/Dev | Recruiter (detailed) | SPECIAL | MEPCOM CSMs |
| | Instrumentalist | Exec Admin Asst | Career Mgmt | EO Advisor | BAND SGM |
| | Exec Admin Asst | Attaché NCO | NCO/Advisor | IG NCO | NCOA CMDT |
| | Attaché NCO | | EO Advisor | SR LN NCO Band | Garrison/ASG CSM |
| | | | IG NCO | AC/RC Advisor | SPECIAL |
| | | | SSI TDD Writer/Developer | Attaché NCO | EO SGM |
| | | | AC/RC Advisor | | IG SGM |
| | | | Attaché NCO | | |

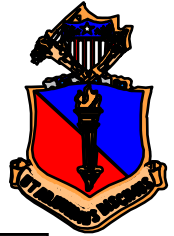
Unique ASI/SQL Positions: A3, E3, F4, F5, 2S, 7, 8, B, M, Q, X





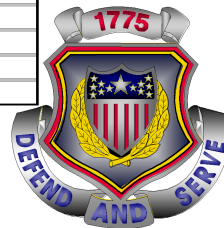
ADJUTANT GENERAL'S CORPS

MOS 42A - Career Progression



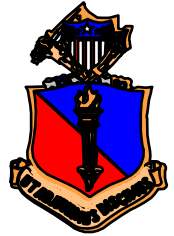
Plan

| RANK | PVT/SP4/CPL | SGT | SSG | SFC | MSG/1SG | SGM/CSM |
|--|--|--|--|---|---|---|
| Skill Level | SL 1 | SL 2 | SL 3 | SL 4 | SL 5 | SL 5 |
| RECOMMENDED DUTY ASSIGNMENTS | HR Spec R 5, Casualty, Postal G1/S1 Section CPL Recruiter Exec Admin Asst Attache Spec | HR SGT G1/S1 Staff NCO R 5, Casualty, Postal - Team Chief Drill Sergeant Recruiter Exec Admin Asst Attache NCO SOD/TM Leader Section Leader | HR SGT Postal Supv G1/S1 Staff NCO R 5, Casualty, Postal NCO Drill Sergeant Recruiter SGL, NCOA SSI/TDD Writer/Dev Exec Admin Asst Attache NCO AIT Instructor | BN S1SR HR SGT Corps/Div G1 Staff HRC Branch Manager Detachment Sergeant R 5, Cas, Postal P Lt Sgt Course Director, AIT AIT Instructor Sr Drill Sergeant Recruiter Career Mgmt NCO/Adv EO Advisor IG NCO SSI/TDD Writer/Dev AC/RC Advisor Attache NCO | Bde S1SR HR SGT Corps/Div G1 Staff HRSC Sec Chief HRC Branch NCOIC Strength Mgmt NCO HR Company 1SG MEPS 1SG Asst Cmdt, NCOA Series Tng Chief AIT EO Advisor IG NCO AC/RC Advisor Attache NCO | HRSC Div SGM Army G1SGM TAGD SGM EPMD SGM G1/AG/MPD SGM HRC, Branch SGM Proponent SGM Operations SGM EO SGM IG SGM Nominative CSMs AG School CSM MEP COM CSM NCOA Commandant Garrison/ASG CSM |
| INSTITUTIONAL TRAINING | BCT/AIT WLC | BNCOC | ANCOC | SERGEANTS MAJOR COURSE | | |
| RECOMMENDED NCOES-RELATED COURSES | PRIOR TO WLC English Composition Basic Mathematics Computer Literacy | PRIOR TO BNCOC Comm Skills Pers Supervision Behavioral Science Speed Reading (LC) | PRIOR TO ANCOC Principles of Management Organizational Behavior Information Systems Management Technical Writing | PRIOR TO SMC Research Techniques (Statistics) Human Resource Management | | |
| | | RECOMMENDED | Battle Staff NCO Course | | FS Course | |
| | Recommended Reading Standard: 10 | Recommended Reading Standard: 11.5 | Recommended Reading Standard: 12.5 | Recommended Reading Standard: 12.9 | | |
| | Achieve Army Writing Standard * | | | | | |
| RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES | SKILL LEVEL 10 | SKILL LEVEL 20 | SKILL LEVEL 30 | SKILL LEVEL 40 | SKILL LEVEL 50 | |
| | Fundamentals of English | English Composition II | Speech | Statistics | Behavioral Science | |
| | Intro to Data Processing | Computer Literacy | Supervisory Mgmt | Applied Mgmt | Public Relations | |
| | Business Math | Intro to Business | Computer Operations | Creative Writing | Business Communications | |
| | | Algebra | Algebra | Database Mgmt | Organizational Effectiveness | |
| | | Principles of Mgmt | Educational Psychology | Political Science | Logic | |
| | *Begin Recommended | Fundamentals of | Psychology of Learning | Office Automation | | |
| | Professional Reading | Education | Sustainment Tng Crs | World Geography | | |
| | List | | | | | |
| | | Sustainment Tng Crs | | | | |
| RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL | AA/AS in: Liberal Arts, Management or Business (Any Specialty), English, Computer Science, Public Relations, Economics, Marketing, Behavioral Science, Educational System Tech | | | BA/BS in: Liberal Arts, Management or Business (Any Specialty), English, Computer Science, Public Relations, Economics, Marketing, Behavioral Science, Educational System Technology | | |
| | BY THE 10th YEAR OF SERVICE | | | BY THE 15th YEAR OF SERVICE | | |





ADJUTANT GENERAL'S CORPS



MOS 42L - Description

MOS 42L is responsible for providing technical expertise and administrative support at every echelon of command across the Department of Defense (DOD). These positions range from battalion to MACOM, Army Staff, Joint Staff and DOD agencies. Major responsibilities of administrative NCOs include:

- Inspecting, training, improving, and providing technical oversight for all aspects of administrative operations.
- Planning and organizing all administrative policies and procedures.
- Maintaining classified documents/containers, managing correspondence, publications, files, postal operations, and distribution.

Chief/Senior, Administrative Sergeant/Supervisor-42L5

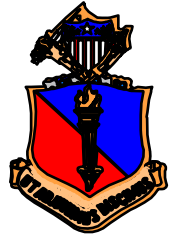


Supervises performance of administrative functions and sections or similar elements at division, comparable, or higher level headquarters. Inspects subordinate units and makes recommendation for elimination of deficiencies or improvement of administrative operations.





ADJUTANT GENERAL'S CORPS



MOS 42L - Career Enhancing Assignments

MOST CHALLENGING ASSIGNMENTS

- Bde S1 Senior Human Resources Sergeant
- Series Chief, Army Service School
- Assistant Commandant, NCOA
- First Sergeant (SQI M)
- Senior Administrative Supervisor
- Postal Supervisor/Inspector (ASI F4)
- AC/RC Advisor (Title XI)
- Security Management NCO

CHALLENGING ASSIGNMENTS

- Human Resources Sergeant at MACOM/DOD/Joint Staff
- Admin NCO at MACOM, DOD, Joint or Army Staff
- Brigade Operations Sergeant
- SGS/Protocol NCO
- Inspector General NCO
- Chief Courier
- Senior Professional Development NCO/Advisor
- ROTC Duty
- Equal Opportunity Advisor (SQI Q)

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES:

- BN S1 Senior Human Resources Sergeant
- Drill Sergeant
- Recruiter
- Detachment Sergeant
- Instructor - Army Service School (SQI 8)
- Small Group Leader - NCO Academy
- Observer/Controller JRTC/NTC

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES: (CONT)

- Writer/Developer - Army Service School
- MEPCOM Operations Sergeant
- Career Mgmt NCO/Professional Development NCO
- Executive Administrative Assistant (ASI E3)

QUICK REFERENCE CHART

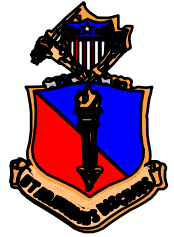
| | |
|-------------|-----------------------|
| ASI | A3, E3, F4, 2S |
| SQI | 8, Q, M |
| TDA | 88% |
| TOE | 12% |
| INST | 1 (0.5%) |
| EOA | 24 (12.6%) |
| 1SG | 60 (31.6%) |

(Note: Career Enhancing Assignments are not listed in order of precedence)





ADJUTANT GENERAL'S CORPS

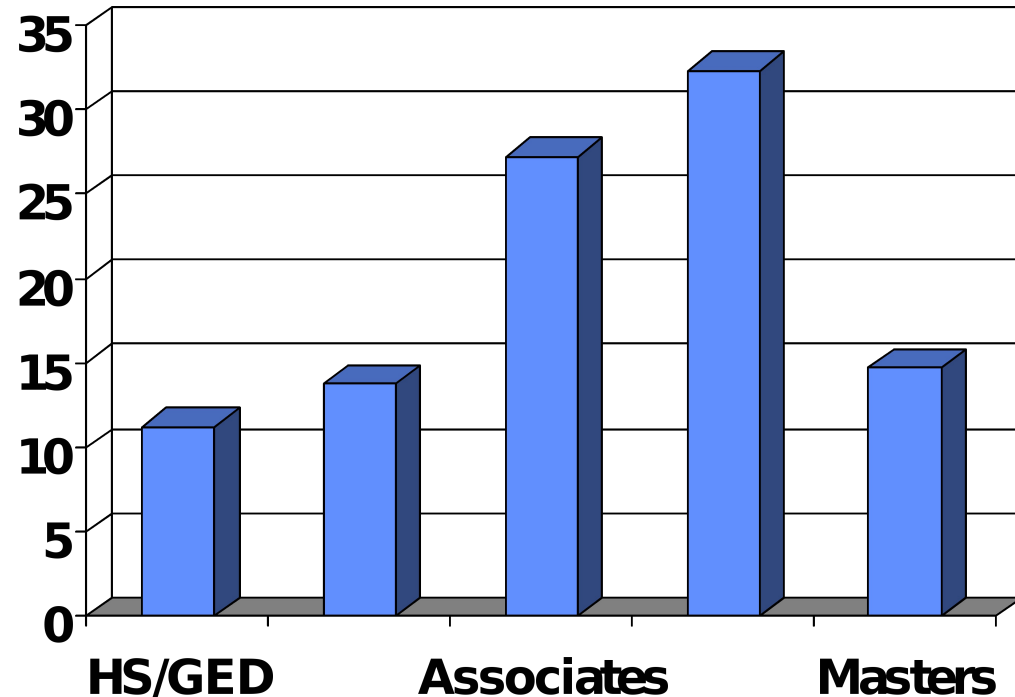


MOS 42L - Education

- USASMA
- ANCOC
- Executive Administrative Assistant (ASI E)
- Postal Supervisor Course (ASI F4)
- Manpower and Force Development (ASI A3)
- Battle Staff Course (ASI 2S)
- First Sergeant Course (SQI M)
- Equal Opportunity Advisor Course (SQI Q)

*** Civilian education by itself does not determine promotion potential; however, it is a good indicator of an NCOs desire to excel and professionally develop themselves as leaders. When reviewing civilian education, attention should also be given to the demands of the job that NCOs have held.**

*** The Career Development Model recommends AA/AS by the 10th year of service and a BA/BS by the 15th year of service.**



Current civilian education levels for Skill Level 5

14.7% Master's Degree
32.3% Bachelor's Degree
27.2% Associate's Degree
13.8% 2 yrs college (60 SH)
11.2% HS diploma or equivalent
0.4% Non-HS Grad





ADJUTANT GENERAL'S CORPS

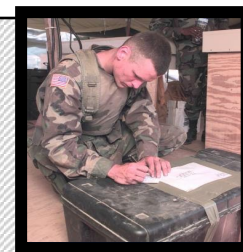
MOS 42L - Unique Characteristics



- ✓ **TOE VS. TDA ASSIGNMENTS:** Senior NCOs serving in MOS 42L may have a significant amount of time in TDA units. At the rank of SSG, 87% of 42L positions are in TDA units, 87% of all SFC positions are in TDA units and 88% of all MSG/1SG positions are in TDA units. NCOs should not be penalized for serving in TDA only positions at the senior NCO grades.
- ✓ **POSTAL NCO/SUPERVISOR (ASI F4/F5):** These positions are found predominately in the TOE/MTOE environment. The majority of authorizations are overseas (63%). These duties are performed in a high-stress, fast paced, and often deployed environment.
- ✓ **SPECIAL DUTY ASSIGNMENTS:** Many 42L duty assignments are in non-troop leading Special Management Commands (i.e. ROTC, MACOM, Joint Staff, Attaché, DIA, etc.). 1SG, Drill Sergeant, Recruiter, EO Advisor, AC/RC and Instructor positions are limited. Additionally, many 42L First Sergeant assignments are found in the Military Entrance Processing Command (MEPCOM). 1SG's in MEPCOM operate independently from higher headquarters and perform troop leading duty with the other services of the Department of Defense. Those who have performed successfully have demonstrated exceptional duty performance.
- ✓ **SECURITY MANAGEMENT NCOs/COURIERS:** NCOs serving in special security management positions within DOD and Joint agencies that have a requirement for TS/SCI must maintain exceptional standards of personal and professional conduct. These positions include personnel security requirements, information security requirements, and physical security requirements. The tremendous level of responsibility inherent in these positions should be considered positively during board deliberations.

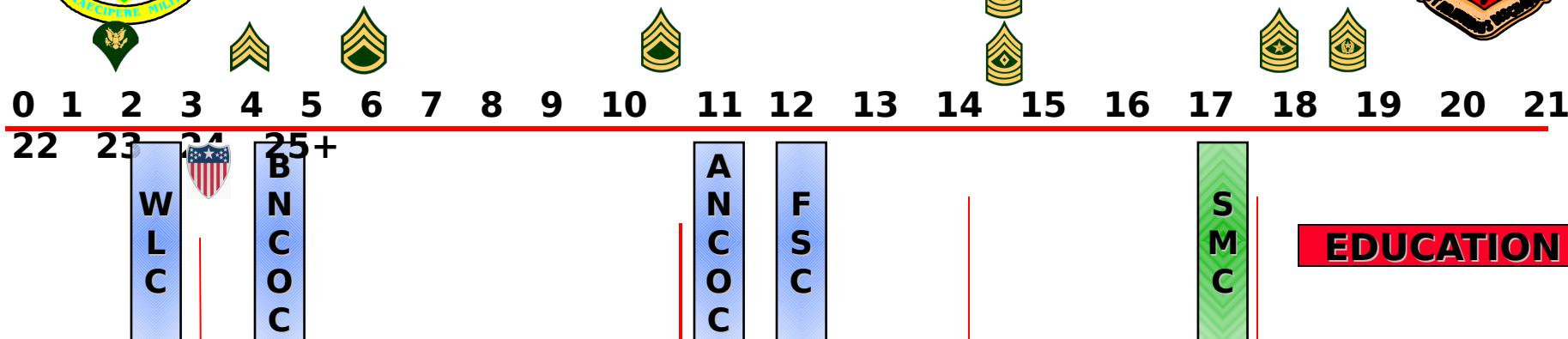
| | DRILL SGT AUTHS | RECRUITER AUTHS | INSTRUCTOR AUTHS | EOA | 1SG AUTHS | AUTHS |
|-----|--------------------|--------------------|---------------------|-------------|--------------|-------|
| SSG | 60 (7.5%) | 221 (27.7%) | 15 (1.9%) | NA | NA | NA |
| SFC | 27 (4.6%) | 0 (0.0%) | 10 (1.7%) | 102 (17.5%) | NA | NA |
| MSG | NA | NA | 1 (0.5%) | 24 (12.6%) | 60 (31.6%) | NA |

(x.x%) = Percent of authorizations for that grade based on total authorizations





CMF 42 Lifecycle Development & Utilization ADJUTANT GENERAL'S CORPS



Typical Assignments

| | | | PZ SFC | PZ MSG | PZ SGM |
|----------------------|----------------------|---------------------|--------------------------|------------------------|----------------------|
| SPC STAFF | SGT STAFF | SSG STAFF | SFC STAFF | MSG/1SG STAFF | SGM/CSM STAFF |
| HR Spec | HR SGT | HR SGT | BN S1 SR HR SGT | BDE S1 SR HR SGT | HRSC Div SGM |
| R5, Postal, Casualty | G1/S1 Staff NCO | Postal Supv | Div/Corps G1 Staff NCO | Corps/Div G1 Sec NCOIC | Army G1 SGM |
| G1/S1 Section | R5, Cas, Postal | G1/S1 Staff NCO | HRC Branch Manager | HRSC Sec Chief | TAGD SGM |
| HR Info Sys | Team Chief | R5, Cas, Postal NCO | LEADERSHIP | HRC Branch NCOIC | EPMD SGM |
| Mgmt | HR Info Sys Mgmt | LEADERSHIP | Detachment SGT | Strength Mgmt NCO | G1/AG SGM |
| Spec | SGT | Drill Sergeant | R5, Cas, Postal Plt SGT | LEADERSHIP | HRC, Branch SGM |
| SPECIAL | LEADERSHIP | AIT Instructor | Course Director, AIT | HR Company 1SG | Proponent SGM |
| CPL Recruiter | Drill Sergeant | SGL, NCOA | AIT Instructor | MEPS 1SG | OPNS SGM |
| Instrumentalist | SQD/TM Ldr | Squad Leader | SR LN Band NCO | BAND 1SG | LEADERSHIP |
| Exec Admin | Section Ldr | SPECIAL | Sr Drill Sergeant | Asst CMDT, NCOA | Nominative CSMs |
| Asst | SPECIAL | Recruiter(detailed) | SPECIAL | Series Tng Chief, AIT | AG SCHOOL CSM |
| Attaché NCO | Recruiter (detailed) | SSI TDD Writer/Dev | Recruiter (detailed) | SPECIAL | MEPCOM CSMs |
| | Instrumentalist | Exec Admin Asst | Career Mgmt | EO Advisor | BAND SGM |
| | Exec Admin Asst | Attaché NCO | NCO/Advisor | IG NCO | NCOA CMDT |
| | Attaché NCO | | EO Advisor | SR LN NCO Band | Garrison/ASG CSM |
| | | | IG NCO | AC/RC Advisor | SPECIAL |
| | | | SSI TDD Writer/Developer | Attaché NCO | EO SGM |
| | | | AC/RC Advisor | | IG SGM |
| | | | Attaché NCO | | |

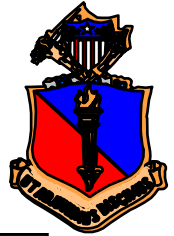
Unique ASI/SQL Positions: A3, E3, F4, F5, 2S, 7, 8, B, M, Q, X



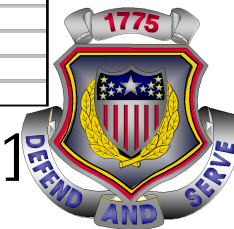


ADJUTANT GENERAL'S CORPS

MOS 42L - Career Progression Plan

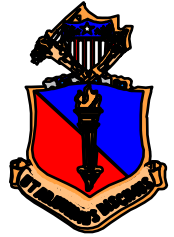


| RANK Skill Level | | PVT-SPC/CPL SL 1 | SGT SL 2 | SSG SL 3 | SFC SL 4 | MSG/1SG SL 5 | SGM/CSM SL 5 |
|------------------------------------|--|-----------------------|-------------------------|-----------------------|--------------------------|----------------------|------------------|
| RECOMMENDED DUTY ASSIGNMENTS | | HR/Admin Spec | HR/Admin SGT | HR/Admin SGT | BN S1SR HR SGT | Bde S1SR HR SGT | HRSC DIV SGM |
| | | R 5, Casualty, Postal | G1/S1Staff NCO | Postal Supv | Corps/Div G1Staff | Corps/Div G1Staff | ArmyG1SGM |
| | | G1/S1Section | R 5, Casualty, Postal - | G1/S1Staff NCO | HRC Branch Manager | HRSC Sec Chief | TAGD SGM |
| | | CPL Recruiter | Team Chief | R 5, Casualty, Postal | Detachment Sergeant | HRC Branch NCOIC | EPMD SGM |
| | | Exec Admin Asst | Drill Sergeant | NCO | R 5, Cas, Postal Plt Sgt | Strength Mgmt NCO | G1/AG/MPD SGM |
| | | Attache Spec | Recruiter | Drill Sergeant | Course Director, AIT | HR Company 1SG | HRC, Branch SGM |
| | | | Exec Admin Asst | Recruiter | AIT Instructor | MEPS 1SG | Proponent SGM |
| | | | Attache NCO | SGL, NCOA | Sr Drill Sergeant | Asst Cmdt, NCOA | Operations SGM |
| | | | SOD/TM Leader | SSI/TDD Writer/Dev | Recruiter | Series Tng Chief AIT | EO SGM |
| | | | Section Leader | Exec Admin Asst | Career Mgmt NCO/Adv | EO Advisor | IG SGM |
| | | | | Attache NCO | EO Advisor | IG NCO | Nominative CSMs |
| | | | | AIT Instructor | IG NCO | AC/RC Advisor | AG School CSM |
| INSTITUTIONAL TRAINING | | | | SSI/TDD Writer/Dev | Attache NCO | MEPCOM CSM | NCOA Commandant |
| | | | | AC/RC Advisor | | | Garrison/ASG CSM |
| | | | | Attache NCO | | | |
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ADJUTANT GENERAL'S CORPS

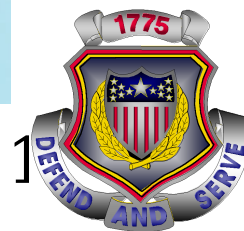
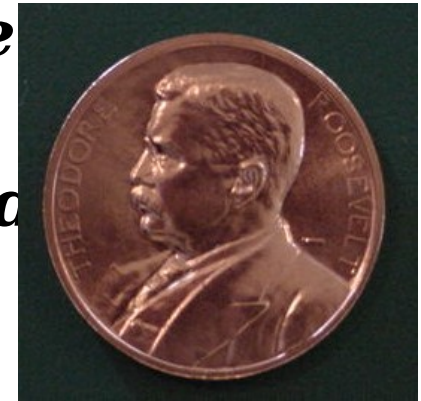


REGIMENTAL AWARDS

A comprehensive awards program recognizes exceptional performance and service by members of the AGCRA.

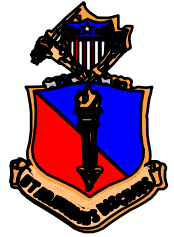
Awards available to include

- MG Horatio Gates (Gold)*
- MG Horatio Gates (Bronze)*
- AGCRA Achievement Medal*
- MG Winfield Scott Medal*
- President Benjamin Harrison Medal*
- President Theodore Roosevelt Medal*
- Alexander Macomb Medal*





ADJUTANT GENERAL'S CORPS



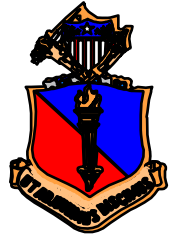
REGIMENTAL AWARDS DESCRIPTION

- ❖ **Horatio Gates Gold and Bronze Medal:** This medal is struck by the United States Mint from the original die used in making the Gold Medal presented to Major General Horatio Gates by Congressional resolution to commemorate his victories over the British in the Battles of Bennington, Fort Stanwix, and Saratoga. These three key battles prevented the British from occupying the strategic Hudson Valley and isolating New England from other colonies. The purpose of this medal is to recognize the achievements and/or service of individuals who promote the objectives and purposes of the Adjutant General's Corps Regimental Association (AGCRA) and the Adjutant General's Corps (AGC) as set forth in the Constitution and Bylaws of the Association.
- ❖ **AGCRA Achievement Medal:** At the request of many Chapter Presidents, the AGCRA created a second award to recognize contributions to the Association and the AG Corps. The medal is struck from an original design drawn at Fort Benjamin Harrison. The purpose of this medal is to recognize outstanding achievements and/or meritorious service of individuals who promote the objectives and purposes of the AGCRA and the AG Corps as set forth in the Constitution and Bylaws of the Association. The AGCRA Achievement Medal is awarded for achievement and/or service of a lesser degree than required for award of the Horatio Gates Medal.
- ❖ **MG Winfield Scott Medal:** This award is for outstanding performance in leadership, academics, and physical fitness while attending advanced level training. The medal is struck by the U. S. Mint from the original die used in making General Scott's Congressional Gold Medal for his service as the Army Commander in Chief during the Mexican War of 1847. The purpose of this medal is to promote excellence in leadership, academics, and physical fitness by recognizing the overall outstanding graduates of advanced level professional development courses (e.g. ANCOC, AGCCC, and WOAC).





ADJUTANT GENERAL'S CORPS



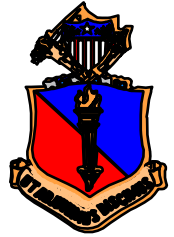
REGIMENTAL AWARDS DESCRIPTION

- ❖ **President Benjamin Harrison Medal:** This award is for outstanding performance in leadership, academics, and physical fitness while attending basic level training. The medal is struck by the U. S. Mint from the original die used in making the Benjamin Harrison Presidential Medal in 1893. The award is presented in recognition of Fort Benjamin Harrison as the original home of the Adjutant General's Corps. The purpose of this medal is to promote excellence in leadership, academics, and physical fitness by recognizing the overall outstanding graduates of basic level professional development courses (e.g. BNCOC, AGOBC, and WOBC).
- ❖ **President Theodore Roosevelt Medal:** This award is for superior achievement in physical fitness. The medal is struck by the U. S. Mint from the original die in making the Theodore Roosevelt Presidential medal. President Roosevelt named Fort Benjamin Harrison the home of the AG Corps. He also established the first Army physical fitness test in the War Department, General Order #240, dated December 4, 1907, when he advocated that it is just as much the duty of those who serve their country to adopt such measures and pursue such habits as will maintain a physical condition fit for service to their country as it is to cultivate their minds and in fitting themselves for the intellectual duties of their profession. The purpose of this medal is to promote physical fitness by recognizing members of the Association who achieve a maximum score on the APFT.
- ❖ **Alexander Macomb Medal:** Alexander Macomb served as the Army's Adjutant General in 1812, and later as General in Chief of the Army from 1828 until his death in 1841. He was one of the first officers to receive formal military training at West Point. Major General Macomb was a Soldier/Scholar/General throughout his life publishing books and articles and becoming well known in his day for community involvement. He espoused the position that the commanding general should have active command of the whole Army including the staff bureaus, under loose supervision of the secretary of war; the increase of enlisted pay to discourage desertion; the augmentation of officers in the service branches to free line officer for field duty; relief for widows and orphans of regular officer victims of wounds and disease; and a system of officer retirement and replacement. The Alexander Macomb Award is a Commandant's Award given to deserving individuals/units/agencies whose contributions to the AG Corps are in keeping with the spirit of Major General Macomb's service to community.





ADJUTANT GENERAL'S CORPS



MOS 42A & 42L

Promotion Potential Indicators



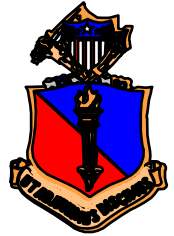
The following indicators should be considered when evaluating promotion potential for AG Corps NCOs to the rank of SGM:

- Strongest indicator of potential is a Soldier that has graduated from the U.S. Army Sergeants' Major Academy.
- Strong indicator is a Soldier that has been selected for or currently attending the U.S. Army Sergeants' Major Academy.
- Served successfully in one of the most challenging duty assignments. Served successfully in a SGM position supported by superior NCOER.
- Received distinguished recognition (NCO/Drill Sgt/Recruiter of the Year, Sergeant Audie Murphy Club, Sergeant Morales Club, etc.).
- Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.
- Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).
- Demonstrates high standards of conduct and adherence to the Army values and Warrior Ethos.
- Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.
- Maintains high physical fitness standards and consistent compliance with height and weight standards.
- Demonstrated knowledge and technical proficiency in automated systems and equipment.





ADJUTANT GENERAL'S CORPS



Command Sergeant Major - 00Z **Selection Potential Indicators**



The following indicators should be considered when evaluating selection

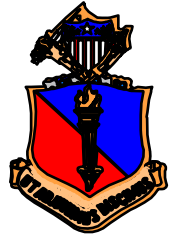
potential for AG Corps NCOs to the rank of CSM: (in addition to those on previous page)

- Strong performance in at least one of the **most** challenging jobs for their MOS. Duty performance as a First Sergeant is highly indicative of an individual's potential.
- Strong troop-leading time through progressively higher levels of responsibility, e.g. Drill Sergeant, Postal Supervisor, Platoon Sergeant, Detachment Sergeant, First Sergeant. Strong senior rater comments on potential for troop-leading assignments and appointment to CSM.
- Variety of assignments with TO&E and TDA mixture. 42Ls may not have as much TO&E time as 42A because of the authorization mixture for the MOS.
- Exceptional leadership skills as indicated by bullet comments on NCOERs and AERs from Army service schools.
- Demonstrated an ability to promote synergy and teamwork throughout their assignments as evidenced by comments on NCOERs.





ADJUTANT GENERAL'S CORPS



MOS 42A & 42L - Proponent POCs



Approved for release: 8 May 2006

**/Original Signed/
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CSM, USA
Regimental CSM**

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